

## CITY OF RIVERSIDE - FRINGE BENEFITS AND SALARY RESOLUTION

### **Section 16. HEALTH INSURANCE**

- a. The City shall contribute the maximum amounts per pay period, if needed, as set forth in Table 8, which is attached hereto and incorporated herein by reference, towards health insurance premiums for the regular, full-time employees in the listed units/groups and their qualified dependents, if any, except for those pay periods not subject to health insurance deductions; provided, however, the health insurance benefit is extended to those regular part-time employees regularly assigned to work between thirty (30) to thirty-nine (39) hours per week at a rate equal to three-fourths (3/4) of that received by regular, full-time employees, and those regular part-time employees regularly assigned to work between twenty (20) to twenty-nine (29) hours per week at a rate equal to one-half (1/2) the regular, full-time entitlement with their respective employee units.

- b. Employees in the following groups, who can show proof of insurance with a health care provider elsewhere and waive their rights to City provided insurance, shall receive a stipend the last payroll period in November:

<b><u>Effective Date</u></b>	<b><u>Unit/Group</u></b>	<b><u>Stipend</u></b>
11/05	General Unit	\$2,000
11/05	Management	\$2,000
11/05	Confidential	\$2,000
11/05	Executive	\$2,000
12/06	IBEW	\$2,100

For new hires, amounts will be pro-rated for the number of months employed.

- c. For Management, Confidential, and Executive employees, if a change in health insurance plans between married City employees results in a monetary savings to the City, the employee changing their health insurance to the other employee's plan shall, upon request, be entitled to eighty percent (80%) of said savings up to \$2000 in 2004 and 2005. For new hires, amount will be pro-rated for number of months employed.
- d. Employees must be employed through the end of the last payroll period in November to qualify for this benefit.
- e. Current employees on payroll through November who did not work the entire twelve (12) month period shall earn the stipend on a pro-rata basis.
- f. For IBEW Unit and IBEW Supervisory employees, if a declination of coverage by one City employee results in coverage being provided by another City employee, then, in that event, eighty percent (80%) of the savings, if any, will be paid to the employee declining coverage, the following November; if there are no savings, there will be no payment. Paragraph (b) above does not apply to such situation.

- g. City shall pay for City Manager's and the City Manager's family contribution toward the health and dental insurance premiums from the City's plans as elected by City Manager, or as otherwise provided in an employment agreement.